

May 1, 2021

- 7) COM VOTED to renew the part-time (20 hours/week) temporary supply contract between the session of Lisco Presbyterian Church in Lisco, Nebraska, and Ruling Elder Darren Emerick, beginning January 1, 2021 and expiring December 31, 2021 with the following terms of call:

May 1, 2021

Effective Salary

Annual cash salary (including employee contributions to 403(b)(9) plans, tax-sheltered annuity plans, and salary reduction contributions to FSAs, HRAs, and cafeteria plans)	\$250/week
Total Effective Salary (sum of all above lines).	\$250/week

Accountable Reimbursable Expenses

Car Allowance	Full reimbursement
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Vacation – Four (4) weeks including four (4) Sundays

Continuing Education – Two (2) weeks per year cumulative up to six (6) weeks

- 8) COM VOTED to renew the part-time (12 hours/week) temporary supply contract between the session of Community Presbyterian Church in Sedgwick, Colorado, and the Reverend Larry Nail, beginning February 1, 2021 and expiring January 31, 2022 with the following terms of call:

Effective Salary

Annual cash salary (including employee contributions to 403(b)(9) plans, tax-sheltered annuity plans, and salary reduction contributions to FSAs, HRAs, and cafeteria plans)	\$15,600.00
Total Effective Salary (sum of all above lines).	\$15,600.00

Accountable Reimbursable Expenses

Continuing Education Allowance	\$600.00
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Annual paid vacation of four (4) weeks/twenty-eight (28) days or equivalent for part-time

Annual paid continuing education of two (2) weeks – cumulative up to six (6) weeks

- 9) COM VOTED to appoint the Reverend Lyle VanderBroek as moderator of the session and approve the part-time (19 hours/week) temporary supply contract between the session of Buckhorn Presbyterian Church in Masonville, Colorado, and the Reverend Lyle VanderBroek, beginning March 1, 2021 and expiring February 28, 2022 with the following terms of call:

Effective Salary

Housing, utility, and furnishing allowances	\$27,000.00
Total Effective Salary (sum of all above lines).	\$27,000.00

Accountable Reimbursable Expenses

Car Allowance	\$1,500.00
Business Expenses/Professional Expenses	\$500.00
Book Allowance	\$500.00
Continuing Education Allowance	\$1,500.00

Vacation – Four (4) weeks including four (4) Sundays

Continuing Education – Two (2) weeks per year cumulative up to six (6) weeks

- 10) COM VOTED to renew the part-time (20 hours/week) interim pastor contract between the session of Family of Christ Presbyterian Church in Greeley, Colorado, and the Reverend Laura Krauss, beginning April 7, 2021 and expiring September 30, 2021 with the following terms of call:

May 1, 2021

Effective Salary

Annual cash salary (including employee contributions to 403(b)(9) plans, tax-sheltered annuity plans, and salary reduction contributions to FSAs, HRAs, and cafeteria plans)	\$18,152.00
Employing organization contributions to 403(b)(9) plans, tax-sheltered annuity plans, and equity allowances	\$6,000.00
Total Effective Salary (sum of all above lines).	\$24,152.00

Optional Compensation not included in Effective Salary

SECA Offset under 50%	\$1,800.00
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Accountable Reimbursable Expenses

Car Allowance	\$500.00
Business Expenses/Professional Expenses	\$600.00
Book Allowance	\$100.00
Continuing Education Allowance	\$300.00
Other Accountable Reimbursables (Medial Savings Plan)	\$500.00

Vacation – Two (2) weeks including two (2) Sundays

Continuing Education – One (1) weeks per year cumulative up to six (6) weeks

Pension, medical, disability, and death benefit coverage under the Board of Pensions

- 11) COM VOTED to approve the part-time temporary supply contract between the session of Community Presbyterian Church in Nederland, Colorado, and Commissioned at Large Pastor Jim Reed, beginning April 12, 2021 and ending July 12, 2021 with the following terms of call:

Effective Salary

Annual cash salary (including employee contributions to 403(b)(9) plans, tax-sheltered annuity plans, and salary reduction contributions to FSAs, HRAs, and cafeteria plans)	\$800/month
Total Effective Salary (sum of all above lines).	\$800/month

- 12) COM VOTED to approve the part-time temporary supply contract between the session of First Presbyterian Church in Alliance, Nebraska, and Commissioned Pastor (at-large) Bob Gump, beginning April 4, 2021 and ending October 3, 2021 with the following terms of call:

Effective Salary

Annual cash salary (including employee contributions to 403(b)(9) plans, tax-sheltered annuity plans, and salary reduction contributions to FSAs, HRAs, and cafeteria plans)	\$1,500.00
Total Effective Salary (sum of all above lines).	\$1,500.00

It is agreed that this is a part-time position requiring Bob to preach on the first and third Sunday each month. In addition to preaching Bob has agreed to provide communion to the members residing in assisted care centers and to any shut in's there may be.

- 13) COM VOTED to have the Reverend Denise Pass (Executive Presbyter) communicate to the churches of the Presbytery COM's strong suggestion to give pastors an additional week of vacation this year, including the offer of free virtual worship services provided by the Presbytery so additional pulpit supply funds would not be required to facilitate this.

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- 14) COM VOTED to instruct the Reverend Denise Pass (Executive Presbyter) to send out guidance to teaching elders stating to follow the current county guidelines regarding COVID-19, in anticipation of wider vaccine accessibility.
- 15) COM VOTED to remove Charley Blom from temporary rolls effective February 15, 2021.
- 16) COM VOTED to declare Ruling Elder Larry Shores as a commissioned pastor ready to receive a call.
- 17) The annual review for Commissioned Pastor Carolyn Dickinson has been completed for 2020 and 2021.
- 18) The annual review for Commissioned Pastor at-Large Bob Gump has been completed for 2020 and 2021.
- 19) The annual review for Commissioned Pastor Archie Stevenson (Longmont United Hospital) has been completed for 2021.
- 20) COM VOTED to add Ruling Elder Jason Morgan to the Pulpit Supply List.
- 21) COM VOTED to appoint Ruling Elder Dee Gorman as the moderator of the session of Nederland Community Presbyterian Church in Nederland, Colorado, effective April 8, 2021.
- 22) COM VOTED to update the Ordination/Installation Policy to reflect the change of the offering to being split equally between the Pastoral Support Fund and the Ordinands Fund (attached).
- 23) COM VOTED to accept the dissolution agreement with the Reverend Jan Brooks and the First United Presbyterian Church in Milliken, Colorado, effective April 8, 2021 and to move her to a member-at-large, effective April 9, 2021.
- 24) COM VOTED to accept the dissolution agreement with the Reverend Hansen Wendlandt and Nederland Community Presbyterian Church in Nederland, Colorado, effective April 7, 2021
- 25) COM VOTED to approve the Mission Study for First United Presbyterian Church in Milliken, Colorado and to permit them to call a congregational meeting to elect a Pastor Nominating Committee to begin the search for a pastor.
- 26) COM VOTED to approve the request from the session of Nederland Community Presbyterian Church in Nederland, Colorado, to permit them to call a congregational meeting to elect a Pastor Nominating Committee to begin the transition mission study process.

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Church	Pastor	Year	Cash Salary	Housing Allowance	Employer Contributions	Other	Manse Value	Total Effective Salary	SECA Offset/Deferred Comp.	Auto Mileage	Business Expenses	Cont. Ed. & Books	Other
Alliance	VACANT	2020	30,000.00	22,000.00				52,000.00		3,370.00	1,200.00	2,000.00	
		2021						VACANT PULPIT					
Berthoud	Chris Brown	2020	28,980.00	25,000.00	5,000.00			58,980.00	4,580.00	1,000.00	500.00	1,200.00	
		2021	28,980.00	25,000.00	5,000.00	4,512.00		63,492.00		500.00	500.00	1,000.00	
Boulder,	Jacqueline Vanderpol	2020	19,500.00	57,500.00		1,000.00		78,000.00	5,890.00	3,500.00	1,500.00	1,750.00	
St. Andrew		2021	19,500.00	58,275.00		1,200.00		78,975.00	5,950.00	3,500.00	1,500.00	1,750.00	
Boulder,	Eric Garner	2020	36,715.00	21,600.00		2,000.00		60,315.00		1,000.00	500.00	1,000.00	
Valmont		2021	30,648.00	30,000.00				60,648.00		1,000.00	500.00	1,000.00	
Bridgeport	Jonathan Berosek	2020	44,100.00				13,230.00	57,330.00		3,000.00	2,000.00	2,500.00	1,000.00
		2021	44,100.00				13,230.00	57,330.00		3,000.00	2,000.00	2,750.00	2,000.00
Broomfield	John Buechner	2020	39,320.00	24,000.00				63,320.00		2,000.00	2,000.00	1,700.00	
		2021	39,320.00	24,000.00				63,320.00		2,000.00	2,000.00	1,700.00	
Brush	Mike Gross	2020						CRE - CONTRACT					
		2021						CRE - CONTRACT					
Dalton	Bud Gillespie	2020						CRE - CONTRACT					
		2021						CRE - CONTRACT					
Estes Park	Chris Davis	2020	44,367.00	33,276.00		906.00		78,549.00	5,000.00	3,043.00	1,451.00	2,000.00	1,596.00
		2021						Interim Pastor - CONTRACT					
Ft. Collins,	Corey Nelson	2020	70,666.00	42,000.00				112,666.00		650.00	2,500.00	1,850.00	
1st		2021	66,956.00	48,000.00				114,956.00		650.00	2,500.00	1,850.00	
Ft. Collins,	Gus Wright	2020						Temporary Supply - CONTRACT					
Harmony		2021						Temporary Supply - CONTRACT					
Ft. Collins,	Eric Sunderland	2020	36,376.00	30,000.00				66,376.00	5,304.00		2,200.00	1,000.00	
Westminster		2021	37,846.00	30,000.00				67,846.00	5,304.00		2,200.00	1,000.00	
Ft. Morgan	Mike Gross	2020						CRE - CONTRACT					
		2021						CRE - CONTRACT					
Goodrich	Denise Shannon	2020						Temporary Supply - CONTRACT					
		2021						Temporary Supply - CONTRACT					
Gordon	Patricia Stetson-Warning	2020	25,600.00		2,400.00		12,000.00	40,000.00		3,000.00		600.00	
		2021	28,000.00				12,000.00	40,000.00		3,000.00		600.00	
Greeley	Laura Krauss	2020						Interim Pastor - CONTRACT					
		2021						Interim Pastor - CONTRACT					
Kimball	Alan Foutz	2020						CRE - CONTRACT					
		2021						CRE - CONTRACT					
LaPorte	Judy Cuthbertson	2020						Temporary Supply - CONTRACT					
		2021						Temporary Supply - CONTRACT					
LaSalle	VACANT	2020						Temporary Supply - CONTRACT					
		2021						VACANT PULPIT					
Lisco	Darren Emerick	2020						Temporary Supply - CONTRACT					
		2021						Temporary Supply - CONTRACT					
Longmont,	David Barker	2020	54,570.00	39,000.00				93,570.00	2,500.00		1,200.00	2,300.00	
Central		2021	54,570.00	39,000.00				93,570.00	2,500.00		1,200.00	2,300.00	
Longmont,	Dan Dolquist	2020						Interim Pastor - CONTRACT					
Westview		2021	33,200.00	33,200.00	800.00			67,200.00	5,046.40	1,200.00	1,750.00	1,250.00	1,000.00
Loveland, 1st	Amy Morgan	2020	25,150.00	33,000.00				58,150.00			2,000.00	2,100.00	
		2021	24,525.00	33,869.50		1,500.00		59,894.50			3,140.00	1,500.00	
Loveland,	VACANT	2020	44,440.00	34,615.00				79,055.00			3,500.00	2,800.00	
Mtn. View		2021						VACANT PULPIT					
	Jim Webb	2020	53,240.00	26,980.00				80,220.00			4,400.00	4,600.00	
		2021	57,860.00	29,360.00				87,220.00			4,490.00	4,690.00	
Masonville	VACANT	2020						Temporary Supply - CONTRACT					
		2021						Temporary Supply - CONTRACT					
Milliken	Jan Brooks	2020						Interim Pastor - CONTRACT					
		2021						Interim Pastor - CONTRACT					
Minatare	Carolyn Dickinson	2020						Temporary Supply - CONTRACT					
		2021						Temporary Supply - CONTRACT					
Nederland	Hansen Wendlandt	2020	42,382.69	10,500.00				52,882.69	2,400.00	2,500.00		1,100.00	
		2021	45,026.82	10,500.00				55,526.82	6,647.80	2,000.00		600.00	
Pinewood	VACANT	2019						VACANT PULPIT					
Springs		2020						VACANT PULPIT					
Scottsbluff	April Fiet	2020	20,250.00	10,000.00				30,250.00		750.00	750.00	750.00	
		2021	20,250.00	10,000.00				30,250.00		750.00	750.00	750.00	
	Jeff Fiet	2020	20,250.00	10,000.00				30,250.00		750.00	750.00	750.00	
		2021	20,250.00	10,000.00				30,250.00		750.00	750.00	750.00	
Sedgwick	Larry Nail	2020						Temporary Supply - CONTRACT					
		2021						Temporary Supply - CONTRACT					
Sidney	Mary Jo Dean	2020	25,500.00	14,500.00				40,000.00		1,000.00	2,000.00	3,000.00	
		2021	25,500.00	16,500.00				42,000.00		1,000.00	2,000.00	1,000.00	
Sterling	Michelle Witherspoon	2020	38,865.00	29,177.00				68,042.00	5,205.00		1,500.00	2,000.00	1,000.00
		2021	38,865.00	29,177.00				68,042.00	5,205.00		1,500.00	2,000.00	1,000.00
Timnath	VACANT	2020						Interim Pastor - CONTRACT					
		2021						0.00					
Yuma	Jamie Fiorino	2020	30,870.00	3,000.00	3,000.00		12,000.00	48,870.00		1,750.00	1,000.00	1,100.00	
		2021	34,000.00	3,000.00	3,000.00		12,000.00	52,000.00		1,750.00	1,000.00	1,100.00	

Ordination and Installation Policy

Authority

Ordinations and installations in the Presbytery shall be governed by the relevant provisions of the *Book of Order* and this policy.

Presbytery Responsibilities

Presbytery is responsible for setting the date, time, and location of the service. Presbytery may conduct the service as a called meeting of the Presbytery; or Presbytery (or COM on its behalf) may elect an Administrative Commission (AC) to assume all responsibility and conduct the service.

The Administrative Commission

The AC shall be composed of at least seven persons, teaching elders and ruling elders in numbers as nearly equal as possible, with not more than one of the ruling elders from any one church in the Presbytery and the teaching elders representing at least three different churches or ministers within the Presbytery. Moderator of the Presbytery shall be invited to serve on the AC, and if elected shall act as moderator of the AC. If the moderator isn't elected to the AC, moderator of the AC shall be appointed by the Presbytery moderator. The AC shall open and close all meetings with prayer; it shall elect a secretary to keep a record of its proceedings which shall be communicated to the Presbytery at the next stated meeting. The AC may meet or confer as needed prior to the date of the service either in person, by conference call, or by electronic meeting. It shall convene as a commission prior to the ordination and installation service and shall vote whether or not to proceed with the service as planned. It should vote to adjourn the meeting upon the conclusion of the service.

The Service of Ordination and/or Installation

The AC shall have sole and final authority concerning the service of ordination and installation. It shall have the authority, on behalf of Presbytery, to approve the celebration of the sacrament of the Lord's Supper as part of the service if it so chooses. It should consult with the host session through its moderator concerning arrangements for the service, including musicians and (if authorized by the AC) the administration of the sacrament of the Lord's Supper.

The AC shall consult with the person to be ordained and/or installed regarding the person's wishes and desires concerning preachers, liturgists, and other participants in the service. However, the approval of such participants and their roles rests with the AC. Costs related to the participation of persons outside the Presbytery are not the responsibility of the Presbytery and will not be reimbursed by the Presbytery. The AC may assign responsibility for selection of scriptures, composition of elements of liturgy, and other details to the person to be ordained/installed, the pastor of the host congregation, or other parties, if they are willing, subject to the final approval of the AC.

The service shall include an offering, which shall be **split equally between the Pastoral Support Fund and the Ordinands Fund (Council vote October 3, 2019)**. The offering will need to be sent to the Presbytery office as soon as possible after the ordination/installation. Ordinarily, the service shall conform to the model found in *The Book of Common Worship* and *The Book of Occasional Services*. At the time of the ordination prayer, the Presbytery shall lay hands on the ordinand, who shall kneel (if able). "The Presbytery" consists of continuing members of Presbytery who are present, corresponding members seated by the AC, and ruling elders serving on the AC. (If the service is conducted as a called meeting of Presbytery, the Presbytery consists of all continuing members, elected members, corresponding members, and commissioners.)

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Selected *Book of Order* Provisions for the Service of Ordination

- The ordination of candidates to the ministry of the Word and Sacrament shall ordinarily take place in the presence of the congregation in which the candidate is a member, and in the place for the regular worship of that congregation.
- A service of installation shall be held by the presbytery within whose bounds the candidate has been called to ministers.
- The Presbytery or commission appointed for this purpose shall convene and shall call the congregation to worship. The service shall focus upon Christ and the joy and responsibility of the mission and ministry of the church, and shall include a sermon appropriate to the occasion. The member named to preside shall state briefly the proceedings of the Presbytery preparatory to the ordination and shall point out its nature and importance.
- The constitutional questions shall be asked
- The candidate, having answered the questions in the affirmative, shall kneel, if able, and the Presbytery shall, with prayer and the laying on of hands, ordain the candidate to the office of minister of the Word and Sacrament. The member presiding shall then say: **Name**, you are now ordained a minister of the Word and Sacrament in the Church of Jesus Christ. Whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him.
- Then the members of the Presbytery, and others as may be appropriate, shall welcome the new minister into the ministry of the Word and Sacrament. At the conclusion of the ordination service, the new minister may make a brief statement and shall pronounce the benediction.

Selected *Book of Order* Provisions for the Service of Installation

- On the day designated for the installation, the Presbytery or commission appointed for this purpose shall convene and shall call the congregation gathered to worship. The service shall have the same focus and form as the service of ordination and the person being installed shall be asked to answer the questions asked at the time of ordination. Following the affirmative answers to the questions asked of the person being installed, a ruling elder shall face the congregation along with the pastor-elect and shall ask them to answer the constitutional questions
- The members of the congregation having answered the questions in the affirmative, a candidate being ordained and installed shall kneel, if able, and the Presbytery shall, with prayer and the laying on of hands, ordain the candidate to the office of minister of the Word and Sacrament and install him or her in the particular pastoral responsibility. A teaching elder, previously ordained, who is being installed ordinarily shall stand, if able, for the prayer of installation.
- The member presiding shall then say: **Name**, you are now a minister of the Word and Sacrament in the Church of Jesus Christ and for this congregation. Whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him. (For a teaching elder previously ordained say only: You are now a minister of the Word and Sacrament in and for this congregation. Whatever you do, . . . etc.)
- Then members of the Presbytery, and others as may be appropriate, shall welcome the newly ordained and installed or newly installed teaching elders into their fellowship in the ministry of the Word and Sacrament.
- Persons invited by the Presbytery may then give brief charges to the pastor and to the congregation to be faithful in their relationship and in their reciprocal responsibilities.
- At the conclusion of the service, the newly installed minister may make a brief statement and shall pronounce the benediction.